

# The Theory of Self-determination

## THE 3 MOTIVATIONAL NEEDS



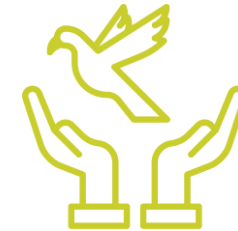
### COMPETENCE

The need to acquire, improve and be recognized for your skills - knowledge, success, and expertise



### RELATIONSHIP

The need to collaborate with others and to have relationships based on mutual trust, openness, and cooperation



### AUTONOMY

The need to choose the approach to tasks, to exercise creativity and freedom of decision

# Opportunities to fulfill your motivational needs at work



## Competency

Look for an Expert position

Ask for a leading position in various projects

Ask for learning opportunities (as a teacher or as a student)

Participate in/suggest challenges and friendly contests

Set yourself specific performance and learning goals



## Relationships

Enroll in teamwork or collaborative work on projects

Come up with teambuilding initiatives (not all ideas cost money!)

Encourage personal discussions

Remind others of celebrating together holidays and team-celebrations



## Autonomy

Obtain X% time for personal projects – business projects that develop one of your ideas and areas of interest

Innovate

Provide input/ improvement ideas, be generous with your ideas





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